

# Annual EEO Public File Report

## KTBC FOX 7 IS AN EQUAL OPPORTUNITY EMPLOYER

**Coverage Period:** April 1, 2022 – March 31, 2023

**Station's Comprising Station Employment Unit:** KTBC FOX 7, Austin, Texas

Section 1: Vacancy Information		
Full-time Positions Filled by Job Title	Date of Hire	Recruitment Source of Hiree
News Video Editor	4/18/22	Indeed.com
Photographer	5/23/22	Employee Referral
News Producer	6/7/22	Recruiter
Multimedia Journalist	7/6/22	Employee Referral
Photographer	7/8/22	Employee Referral
News Producer	7/11/22	FoxCareers.com
News Producer	8/1/22	Facebook
News Video Editor	8/8/22	LinkedIn.com
Newscast Director	8/8/22	FoxCareers.com
News Producer	8/29/22	FoxCareers.com
Account Executive (FLX)	8/29/22	LinkedIn.com
Director of Engineering	9/26/22	Employee Referral
Digital Sales Manager	10/3/22	Employee Referral
Account Executive	10/3/22	LinkedIn.com
Digital Content Creator	10/24/22	Employee Referral (Re-Hire)
Photographer	11/14/22	Employee Referral
Photographer	11/16/22	Employee Referral
Photographer	11/16/22	FoxCareers.com
Multimedia Journalist	12/12/22	FoxCareers.com
News Producer	12/19/22	FoxCareers.com
Digital Content Creator	2/27/23	LinkedIn.com

**Total Number of Persons Interviewed During Applicable Period:** 68

## Section 2: Recruitment Source Information

Recruitment Source (Company, Address, Telephone #, Contact Person)	Total Number of Interviewees This Source Has Provided During this Period (If Any)	Full-time Positions For Which Source Was Utilized
<b>Austin Alliance for Women in Media Foundation</b>	0	All Positions
P.O. Box 2684, Austin, TX 78768		
Contact: Ginny Schoggins		
Website: <a href="http://awmaustin.org">http://awmaustin.org</a>		
Phone: 512-908-4939		
Email: <a href="mailto:gschoggins@waterloomediacom">gschoggins@waterloomediacom</a>		
<b>Austin Community College</b>	0	All Positions
11928 Stonehollow Drive		
Austin, TX 78758-3101		
Attn: Radio-TV-Film Dept.		
Contact: Christian Raymond		
Phone: 512-223-4732		
Email: <a href="mailto:craymond@austincc.edu">craymond@austincc.edu</a>		
<b>Austin Community College (Rio Grande)</b>	0	All Positions
1212 Rio Grande		
Austin, TX 78701		
Contact: Susan Lorino, Counselor		
Career Center Phone: 512-223-3145		
Fax: 512-223-3428		
Email: <a href="mailto:slorino@austincc.edu">slorino@austincc.edu</a>		
<b>Austin Area Urban League</b>	0	All Positions
8011-A Cameron Rd., Bldg. A, Suite 100		
Austin, TX 78754		
Contact : William « Teddy » McDaniel		
President		
Phone : 512-478-7176		
Fax : 512-478-1239		
Email : <a href="mailto:teddy_mcdaniel@aaul.org">teddy_mcdaniel@aaul.org</a>		
Website: <a href="http://www.aaul.org">www.aaul.org</a>		
<b>Greater Austin Black Chamber of Commerce</b>	0	All Positions
912 E. 11th Street, Suite A		
Austin, TX 78702		
Contact: Deanna Johnson		
Phone: 512-459-1181		

Email: admin@austinbcc.org		
Website: www.austinbcc.org		
<b>Emma L. Bowen Foundation</b>	0	All Positions
30 Rockefeller Plaza		
(1221 Avenue of Americas, 28A41)		
New York, NY 10112		
Contact: Michael Barham, VP of Programs		
Phone: 212-664-0199		
Email: michael.barham@nbcuni.com		
<b>Huston-Tillotson University</b>	0	All Positions
900 Chicon St.		
Austin, TX 78702		
Contact: Paul Leverington		
Phone: 512-505-3041		
Email: cgd@htu.edu		
<b>LULAC National Office</b>	0	All Positions
1133 19 <sup>th</sup> St., NW, Suite 1000		
Washington, DC 20036		
Contact: Jorge Trasmonte		
Phone: 202-833-6130		
Fax: 202-833-6135		
Email: jtrasmonte@LULAC.org		
<b>MediaLine</b>	0	All Positions
P.O. Box 51909		
Pacific Grove, CA 93950		
Contact: Vicki Bastianen		
Phone: 800-237-8073		
Email: jobs@medialinetalent.com		
<b>National Hispanic Media Coalition</b>	0	All Positions
55 S. Grand Ave.		
Pasadena, CA 91105-1602		
Attn: Alex Nogales/Brenda Rivas		
Phone: 626-792--6462		
Email: brivas@nhmc.org		
<b>Southwestern University</b>	0	All Positions
1001 E. University Ave.		
Georgetown, TX 78626		
Contact: Alexandra Anderson		
Phone: 512-863-1265		
Email: recruitapirate@southwestern.edu		

Email: <a href="mailto:career.services@southwestern.edu">career.services@southwestern.edu</a>		
<b>St. Edwards University – posted through</b>	0	All Positions
<b>Handshake</b>		<i>(does not accept clerical positions)</i>
Career Planning		
Moody Hall 134		
3001 S. Congress Ave.		
Austin, TX 78704-6489		
Contact: Jason De La Rosa		
Phone: 512-416-5858		
Fax: 512-448-8549		
Website: <a href="https://career.stedwards.edu">https://career.stedwards.edu</a>		
Email: <a href="mailto:jasond@stedwards.edu">jasond@stedwards.edu</a>		
Positions posted through <a href="https://app.joinhandshake.com">app.joinhandshake.com</a>		
<b>The Art Institute of Austin</b>	0	All Positions
101 W. Louis Henna Blvd., Suite 101		
Austin, TX 78728		
Contact: Mark Lucero, Career Services		
Phone: 512-691-1707		
Email: <a href="mailto:mlucero@aia.edu">mlucero@aia.edu</a>		
<b>Texas A&amp;M University, Kingsville</b>	0	All Positions
MSC178		
Kingsville, TX 78363		
Contact: Dr. Manuel Flores		
Phone: 361-593-3401		
Fax: 361-593-3402		
Email: <a href="mailto:kfmc00@tamuk.edu">kfmc00@tamuk.edu</a>		
<b>Texas Association of Broadcasters</b>	0	All Positions
502 E. 11 <sup>th</sup> St., Suite 200		
Austin, TX 78701		
Contact: Anna Romero		
Phone: 512-322-9944		
Fax: 512-322-0522		
Email: <a href="mailto:anna.romero@tab.org">anna.romero@tab.org</a>		
<b>Texas State University – posted through</b>	0	All Positions
<b>Handshake</b>		<i>(does not accept clerical positions)</i>
601 University Dr.		
LBJ Student Center, Suite 5-7.1		
San Marcos, TX 78666-4616		
Contact: Katherine Brewer		
Phone: 512-245-2645		
Email: <a href="mailto:hireabobcat@txstate.edu">hireabobcat@txstate.edu</a>		
Website: <a href="http://www.careerservices.txstate.edu">www.careerservices.txstate.edu</a>		

Positions posted through app.joinhandshake.com		
<b>TV Jobs.com</b>	1	All Positions
P.O. Box 4116		
Oceanside, CA 92052-4116		
Contact: Mark C. Holloway, CEO		
Toll Free: 1-800-374-0119		
Email: Markch@tvjobs.com		
Email: admin@tvjobs.com		
<a href="https://www.tvjobs.com/postjobs/">https://www.tvjobs.com/postjobs/</a>		
<b>University of Texas at Austin Career Services - posted through Handshake</b>	0	All Positions (does not accept clerical positions)
Moody College Career Center		
BMC 2.302		
Austin, TX 78712		
Contact: Ladd Flock		
Phone: 512-232-6556		
Email: ladd.flock@austin.utexas.edu		
Positions posted through app.joinhandshake.com		
<b>Workforce Solutions Capital Area</b>	0	All Positions
9001 N. IH 35, Ste 110A		
Austin, TX 78753		
Contacts: Taylor Bradshaw/Jeffrey Murchison		
Phone: 512-597-7263/512-779-9185		
Email: taylor.bradshaw@wfscapitalarea.com		
Email: jeffrey.murchison@wfscapitalarea.com		
Website: www.wfscapitalarea.com		
<b>WorkInTexas.com</b> (state job bank of Texas)	0	All Positions
Email: taylor.bradshaw@wfscapitalarea.com		
Email: jeffrey.murchison@wfscapitalarea.com		
<b>KTBC Website</b>	0	All Positions
<b>www.Fox7Austin.com</b>		
KTBC-TV		
119 E. 10 <sup>th</sup> Street		
Austin, TX 78701		
Contact: Lisa Cordes		
Phone: 512-476-7777		
<b>Corporate Website</b>	20	All Positions
<b>FoxCareers.com</b>		
<b>National Press Photographers Association</b>	0	Photographer (5)
Contact: Arthur D. Lauck		

Email: <a href="mailto:info@nppa.org">info@nppa.org</a>		
<b>Collective Talent</b>	0	Multimedia Journalist (2)
1721 Richardson Place		
Tampa, FL 33606		
Contact: Michael Bille		
Phone: 813-494-4555		
Email: <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a>		
Website: <a href="http://www.collectivetalent.com">www.collectivetalent.com</a>		
(source requested use for on-air positions only)		

In addition, we had 12 Employee Referrals, 8 Current KTBC Employees and 1 Former Fox Contingent/Freelance Worker. We had 1 from KTBC Website, 1 from Recruiter and 1 from Professional Association. We also had 4 from Indeed.com, 17 from LinkedIn.com and 2 from Facebook.

**Job Opportunity notices for all positions are posted at KTBC and are sent to all other Fox Owned and Operated Stations:**

WNYW, WWOR-TV, New York, NY  
 KTTV, KCOP-TV, Los Angeles, CA  
 WFLD, WPWR-TV, Chicago, IL  
 WTXF-TV, Philadelphia, PA  
 KDFW, KDFI, Dallas, TX  
 KTVU, KICU-TV, Oakland, CA  
 WTTG, WDCA, Washington, DC  
 WAGA-TV, Atlanta, GA  
 KRIV, KTXH, Houston, TX  
 WJBK, Southfield, MI  
 KSAZ-TV, KUTP, Phoenix, AZ  
 WTVT, Tampa, FL  
 KMSP-TV, WFTC, Eden Prairie, MN  
 WOFL, WRBW, Lake Mary, FL  
 WOGX, Gainesville, FL  
 WITI, Milwaukee, WI  
 KCPQ, Tacoma, WA  
 KZJO, Seattle, WA

\* Asterisk notes recruitment sources which requested job notification announcements. (none this period)

**Participation in Job Fairs (i)**

FOX Television Station Human Resources representatives attended the *Emma Bowen Foundation Virtual Career Fair*. The virtual event was held on June 16, 2022. The Fox Television Station Human Resources representatives manned the Fox Television Station virtual career fair booth for the group.

FOX Television Station Human Resources representatives attended the *Asian American Journalists Association Convention and Career Fair*. The event was held in Los Angeles, CA from July 27 – July 29, 2022. The Fox Television Station Human Resources representatives manned the Fox Television Station booth for the group.

FOX Television Station Human Resources representatives attended the *National Association of Black Journalists / National Association of Hispanic Journalists Convention and Career Fair*. The event was held in Las Vegas, NV from August 3 – August 5, 2022. The Fox Television Station Human Resources representatives manned the Fox Television Station career fair booth for the group.

FOX Television Station Human Resources representatives attended the *Howard University Cathy Hughes School of Communications Virtual Career Fair*. The virtual event was held on October 14, 2022. The Fox Television Station Human Resources representatives manned the Fox Television Station virtual career fair booth for the group.

FOX Television Station Human Resources representatives attended the *Penn State University Careers in the Capital Career Fair*. The event was held in Washington, D.C. on November 9, 2022. The Fox Television Station Human Resources representatives manned the Fox Television Station booth for the group.

FOX Television Station Human Resources representatives attended the *Full Sail University Career Fair*. The event was held in Winter Park, FL on February 9, 2023. The Fox Television Station Human Resources representatives manned the Fox Television Station booth for the group.

**Participation in Events Sponsored by Organizations Representing Groups Present in the Community Interested in Broadcast Employment Issues (iv)**

April '22 – March '23 – KTBC FOX 7 is a Corporate Sponsor of Alliance for Women in Media of Austin. This demonstrates public support of the professional organization that has a commitment to the advancement of women in our industry.

2022/2023 – Program Coordinator Marisa Hamvay was elected to the board of Alliance for Women in Media Austin as Hospitality Co-Chair.

6/18/22 – Reporter Tierra Neubaum moderated two health and wellness panels at Austin Woman Magazine's THRIVE wellness event at Distribution Hall in Austin. Each panel was about 45 minutes long. She asked questions submitted by their readers.

7/8/22 – SVP General Manager Michael Lewis mentored Donnell Jackson through the NABJ Leadership Academy Mentorship Program.

8/10/22 – KTBC FOX 7 sponsored the Alliance for Women in Media of Austin's August luncheon meeting on The Great Resignation – Recruitment and Retention.

9/15/22-1/3/23 – SVP General Manager Michael Lewis served on the TAB Board of Directors, whose mission is to protect the industry's interests before state and federal policymakers.

12/22/22 – Reporter Kelly Saberi had a "little sister" through Big Brother/Big Sister organization come to see the station and watch the Noon News to see and learn about broadcast news opportunities.

2/8/23 – Anchor Leslie Rangel was a panelist for Alliance for Women in Media of Austin's February Luncheon meeting on Underrepresentation, DEI, Wage Gap, Ageism.

3/8/23 – Anchor/Reporter Casey Claiborne gave a career presentation at Austin Central Library to elementary children.

## **Establishment of Training Programs Designed to Enable Station Personnel to Acquire Skills that could Qualify them for Higher Level Positions (viii)**

4/18-20/22 – Executive Producer Anthony Prosceno and Asst. News Director Chris Walker received super-user training from FTS home office on iNews.

6/17-19/22 – Sony training technician Glen Hill provided training to directors and engineering staff.

6/22/22 – VP Creative Services David Squires attended TV Marketing Sessions at PROMAX in Las Vegas.

7/12/22 – Programming Coordinator Marisa Hamvay completed WO Program Contract Rights Training (part of testing new v2019 WO upgrade).

7/13/22 – Programming Coordinator Marisa Hamvay completed WO Program Contract Finance Training (part of testing new v2019 WO upgrade).

7/14/22 – Programming Coordinator Marisa Hamvay completed WO Program Contract Melting Training (part of testing new v2019 WO upgrade).

7/20/22 – Programming Coordinator Marisa Hamvay completed WO Program Group Training Session 1 (part of testing new v2019 WO upgrade).

7/21/22 – Programming Coordinator Marisa Hamvay completed WO Program Group Training Session 2 (part of testing new v2019 WO upgrade).

8/11/22 – Programming Coordinator Marisa Hamvay completed WO Program Training (part of testing new v2019 WO upgrade).

9/23/22 – Operations Manager Jay Jamandre attended a webinar from FOX Learning and Development “Becoming a People Manager: A Comprehensive Guide for New Managers”.

10/20/22 – IT Support Technician Luis Arias trained William Hicks, Beau Hilbig, Jesse Amaro and Rob Weissinger in the Engineering Dept. on CrowdStrike & Tanium system operations.

10/27/22 – Director of Engineering Beau Hilbig attended the Society of Broadcast Engineering webinar: Repair or Replace: Evolving Technology.

11/10/22 – Director of Engineering Beau Hilbig attended the Society of Broadcast Engineering webinar: FCC Compliance: Preparing Your Station for a Violation-Free New Year.

11/22/22 – TVHO Engineering provided Director of Engineering Beau Hilbig and VP Engineering and Operations William Hicks an Overview of TVU Channel Training.

12/12/22 – TVHO Engineering provided VP Engineering and Operations William Hicks and Director of Engineering Beau Hilbig AWS Elemental Training.

12/13/22 – Digital Content Manager Donny Wong received Analytics training from Adobe.

12/20/22 – Director of Engineering Beau Hilbig attended the Society of Broadcast Engineering webinar: Cybersecurity 2023.

2/15/23 – Digital Content Manager Donny Wong took an online virtual course “Introduction to TikTok 101” through TikTok Media Publisher.

## **Participation in Events/Programs Sponsored by Educational Institutions Relating to Career Opportunities in Broadcasting (x)**

5/6/22 – Sports Anchor Dennis de la Pena was a guest reader for the Reading Rally at Zavala Elementary School of Austin ISD.

5/6/22 – Sports Producer Clif Thornton gave a presentation on Career Day at Veteran’s Hill Elementary of Hutto ISD.



5/23/22 – Sports Anchor Dennis de la Pena gave a presentation at the “I Can” Project and Role Model Fair at Campbell Elementary of Austin ISD.

7/22/22 – News Producer Kelsea Moffett was a guest panelist at a Texas State University Careers in Media Class.

12/8/22 – Meteorologist Adaleigh Rowe gave a presentation on Career Day at Baty Elementary of Del Valle ISD.

12/16/22 – Reporter Tierra Neubaum gave a presentation during Leadership Casis regarding her career as a reporter to fifth graders at Casis Elementary of Austin ISD.

1/26/23 – Meteorologist Zack Shields gave a presentation on Weather to students at Rough Hollow Elementary of Lake Travis ISD.

2/9/23 – Meteorologist Adaleigh Rowe gave a presentation on Weather at Clear Fork Elementary of Lockhart ISD.

3/2/23 – Reporter Tierra Neubaum spoke about her career on a UT alumni panel.

3/8/23 – Anchor/Producer Libbi Farrow gave a presentation on Career Day at North Elementary of Leander ISD.

3/8/23 – Meteorologist Adaleigh Rowe gave a presentation on Career Day at North Elementary of Leander ISD.

3/10/23 – Executive Producer Anthony Prosceno gave a presentation on Career Day at Lake Pointe Elementary of Lake Travis ISD.

3/10/23 – Anchor/Producer Libbi Farrow gave a presentation on Career Day at Lake Travis Elementary of Lake Travis ISD.

#### **Listing of Each Upper-Level Job Opening in a Job Bank or Newsletter of Media Trade Groups Whose Membership Includes Substantial Participation of Women and Minorities (xii)**

All job openings were listed in the Alliance for Women in Media local chapter newsletters and/or website.

#### **Participation in Other Activities to Disseminate Information as to Employment Opportunities in Broadcasting (xvi)**

**Notice on Fox7Austin.com:** Organizations that regularly distribute information about employment opportunities to job seekers or refer job seekers to employers may request KTBC to provide them with information about full-time openings at the station. Such requests must include the organization's name, mailing address, e-mail address if applicable, telephone number and contact person, and identify the category or categories of job openings for which it requests notices. Requests should be directed to Human Resources, KTBC FOX 7, 119 E. 10<sup>th</sup> Street, Austin, TX 78701. We appreciate your organization's help in publicizing our job openings! KTBC-TV is an Equal Opportunity Employer.